ARMY RESERVE

ARMY RESERVE MAGAZINE

The REAL Summer Issue — 1985

The USAR in Grenada

page 14

Spec. 4 Pat Beekman, an Individual Ready Reservist from Winterpark, Colo., greets school kids during a U.S. military parade in Chung Chon, Korea. Beekman and other Army Reserve public affairs specialists recently took part on Team Spirit, an enormous mobilization exercise conducted in Korea.

U.S. Army photo by Spec. 5 Jennifer Tester

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The USAR in Grenada

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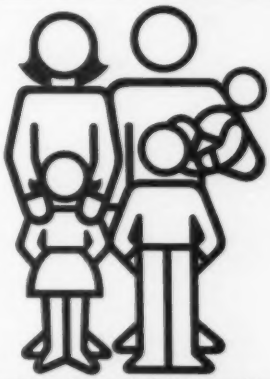

Have You Read YOUR Family Mobilization Handbook?

■ This is reading you — and your family — should NOT put off. **Page 26.**

Big Changes for Army Reserve Intelligence

■ The Combat Electronic Warfare (CEWI) story begins on **page 29.**

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FRONT COVER: Spec. 4 Rosi Salazar and Maj. Don Pecic, members of the 360th Civil Affairs Brigade, pose with Grenadian children. The youngsters hold school books donated by the U.S. Smaller photo: aerial view of St. Georges.

REAR COVER: Peter Garamone, photographed by his dad, Spec. 5 James Garamone

THE FRONT COVER OF THE SPRING 1985 issue read, "Summer-1985." It should have read, "Spring—1985." Our apologies. THIS IS THE REAL SUMMER ISSUE.

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BRIEFS

■ **Family members of Reserve unit soldiers and Individual Mobilization Augumentees will be able to get I.D. cards.** These non-benefit cards will make it easier to get on post. Application information should be disseminated soon.

■ **Army Reserve unit members 40 and older are participating in a Reserve Component cardiovascular screening program in Virginia.** The screening is part of the medical clearance required in order to take the Army Physical Readiness Test (APRT). Based on the Virginia results, the program should be implemented nationwide starting in fiscal year 1986. In the meantime, no Army Reservist 40 and older can take the APRT without being medically screened and cleared.

■ **All military dental facilities will be permitted to give care to dependents of Army Reservists after July 1, 1985.** However, the care may only be extended when Reservists serve 31 or more duty days. Treatment will only be extended when dentists are not busy with active duty service members.

■ **Many early deploying Army Reserve units will undergo a mobilization exercise, of sorts, in conjunction with Annual Training (AT).** The exercise, slated to start in fiscal year 1987, will involve notifying unit members, assembling at home station and moving to (a unit's) mobilization station. Then the "normal" AT will begin (in some cases, the mobilization and AT site will be the same). Hundreds of units—including those assigned to the Central Command and NATO M-10 Essential Force—will take part.

■ **Have you registered with the Selective Service?** Every male . . . even every male Army Reservist . . . *must* register no later than 30 days following his 18th birthday. Registration is simple—and it can be done at any post office. Beware: the Selective Service people are skilled at tracking down those who don't comply.

■ **Is your record of emergency data (DD Form 93) up to date?** If it isn't, and you met your demise during training, things could go badly for those you left behind. Imagine how painful it would be for your next of kin to receive the news of your fate days late because his or her address was recorded incorrectly. Imagine how horrible it would be if the wrong beneficiary received your unpaid pay and allowances . . . because you failed to post a change to the DD Form 93?

■ **How will USAR unit members apply for the New GI benefits?** This summer each member should receive a Statement of Understanding from his or her unit. The statement outlines *eligibility* criteria; the individual will sign and return the statement. *When* a unit member meets the criteria, he or she will request a Notice of Basic Eligibility, or NOBE, from the unit. With the NOBE, the individual can then apply to the Veterans Administration for benefits. A letter outlining more details is being distributed through unit and recruiting channels.

■ **In the Spring 1985 issue, we wrote that the New GI bill benefits could be used for 36 months over a period not to exceed 10 years from the date (you) qualify.** The 36 months refer to those in a full-time student status. Benefits *can* be used for more than 36 months in the case of those studying in a half- or three quarters-time status.

■ **Active Guard/Reserve (AGR) soldiers may have some educational benefits they thought were lost years ago—the GI Bill benefits earned as a result of active duty served between January 31, 1955 and December 31, 1976.** Under the GI Bill's Chapter 34, those who were on active duty between those dates had 10 years—from their release dates from active duty—to start school with financial help from Uncle Sam. For many AGR participants, the 10 years have gone by. But, the entitlement to educational benefits hasn't; *AGR duty begins the eligibility anew*. If you're an AGR participant and you served on active duty between the dates cited above, check with your nearest VA office. Beware. If you qualify for benefits, you must use them before December 31, 1989.

■ **How do you change your address for the Army Reserve Magazine?** If you're a member of the Individual Ready Reserve (IRR) or you're an Individual Mobilization Augmentee (IMA) call your career advisor (enlisted) or personnel management officer. Use the appropriate toll-free line to St. Louis. If you're assigned to an Army Reserve unit make sure that it has your correct address and that it reports that address "up the chain" after drills. Please don't write or call the editorial office. We can neither change your address nor acknowledge requests to do so.

■ **Full-time (AGR) Reservists who are homeowners have two more years before the IRS (may) eliminate federal tax deductions for mortgage interest and property taxes.** So, interest and taxes paid before January 1, 1987 will not be touched; the cut-off date would have been January 1, 1985, had not the Secretary of Defense asked for a delay. Legislation is being prepared by the Department of Defense that would, if enacted, protect mortgage interest and property taxes permanently.

■ **Officers have to discuss their duties, responsibilities and performance objectives with their raters in the first 30 days of a rating period.** The face-to-face talk is now required by regulation. The OER (Officer Efficiency Report) Support Form is being changed to include a record of the discussion.

LETTERS

DRUGS AND THE USAR

SIR: As stated in the article by Capt. John Allen (Winter 1985), while there are no formal studies of drug and alcohol abuse in the reserve components, it is likely that a problem exists. He went on to raise three questions regarding drug and alcohol treatment for Reservists.

Having been assigned to the Alcohol and Drug Abuse Prevention and Control Program in the Active Army between 1972 and 1976, I'd like to share my reaction to his questions:

• Does a Reserve unit commander have the authority to order soldiers to submit to urinalysis testing?

Army doctrine holds the commander responsible for the readiness of his or her unit to carry out missions. The Active Army commander will refer the individual suspected of alcohol and drug involvement for initial screening. Why should the Reserve commander's authority in assuring his troop's fitness be less than that of his Active counterpart? The logistics and expense of a urinalysis notwithstanding, serious consideration for implementing such a program in the USAR ought to be given.

• Are there enough medical and behavioral professionals in the Army Reserve to provide adequate out-patient treatment?

In the Active Army, there are professionally trained military and civilian clinicians. And, there are many fine non-degreed, MOS-qualified enlisted personnel who play an important role in the theraputic environment. Use has been made of recovering alcoholics and drug abusers.

In fact, there has been more of a reliance on paraprofessional counseling in the absence of intense, technical, professional supervision; the level of professional intervention in drug and alcohol counseling is not what it could be. This situation exists in both civilian and military programs.

The USAR program probably could draw upon medical/behavioral science professionals to treat troops who require outpatient care. But, no use has been made of these people.

For too long, the USAR Drug and Alcohol Abuse Program has been met with benign neglect. However, I understand that efforts are underway to address the need for a more dynamic program.

• If Reserve commanders order treatment, especially in-patient treatment, how will it be funded?

The Reserve commander, in most cases, lacks the medical, legal and financial clout to order specific treatment. Unless the government paid the costs incurred for all forms of medical intervention, alcohol/drug dependency treatment ought not to be an exception. It would seem that the cost for such care should be borne by the afflicted Reservist.

The USAR program ought to be modeled more closely after the Active Army program.

Perhaps the time has come to develop and recognize addictions counseling as a career field.

Maj. Thomas E. Di Matteo
Wilkes-Barre, Pa.

VIETNAM STRESS

SIR: I was very interested in your article on stress in the Fall 1984 issue. However, I was quite disappointed that you did not cover delayed stress due to combat.

My husband is a 10-plus years active duty Marine veteran with several years of combat experience. We have just lived through a harrowing summer dealing with potential suicide, a result of unresolved problems from his experiences.

Please say something about our Vet centers and the need of all combat veterans to find a way to dissipate the stress they've endured. Many vets still find the stress hard to handle.

The Veterans Administration runs well over a hundred Vietnam-Era Veteran Counseling Centers (Vet Centers) and Satellites across the nation. These facilities are part of the VA's Outreach Program. The VA says that, since the Program began in 1979, more than 250,000 veterans and 50,000 family members have received counseling for a variety of problems, including post-traumatic stress disorder and marital and employment difficulties. Your local VA office (see the government listings in the phone book) will have the address and phone number of the nearest Vet Center.

SOVIET THREAT

SIR: I was disturbed by the highly propagandized article, "Ivan Drinks Too Much," in the Spring 1985 issue of your magazine. To casually dimiss the 20 million Soviet Reservists that Suvorov (Viktor Suvorov, author of *The Liberators* and *Inside the Soviet Army*) estimates can be mobilized is dangerous. The Soviet soldier is not a superman; but, to imply that threat reserve forces are not dangerous in the event of war is a terribly foolish attitude to paint.

Capt. Michael F. Scott
Fort Tilden, N.Y.

Anita (right) is the Reservist. Carol is the Guard member.

Photo by Sherry Brown, TRIBUNE (Tulsa, Okla.)

Go Ahead — Tell Them Apart

by Maridel Allinder, Tulsa, Oklahoma TRIBUNE.
Reprinted with permission of TRIBUNE

There's only one way to tell them apart. Look at their collars. Anita Drayton, 21, is a second lieutenant in the Army Reserve. Her identical twin sister, Carol, is both an ROTC cadet and an Army National Guard soldier.

Both are students at the University of Tulsa. Anita is a senior majoring in management.

They did not plan to join the Army together, or even attend the same school.

"I never saw myself doing it," says Carol, who was attending a junior college in Orlanda, Fla., last spring when she received a phone call from the officer in charge of ROTC at the University of Tulsa. Anita was already one of his cadets and he decided to try recruiting the matching Drayton.

"I told him there was no way Carol would join the Army," says Anita, who came to the university on track scholarship and joined ROTC her sophomore year.

ONE TWIN ATHLETIC, ONE CLEAN

"I told him I'd think about it," says Carol. "When Anita joined I thought it was really neat, but not for me. She was always more athletic. I didn't like to get dirty.

"Finally, I decided I had nothing to lose, so I applied."

Carol was awarded a full-tuition Army scholarship and went to ROTC basic camp last summer, where she shed her last major physical difference from Anita—longer hair.

"You used to be able to tell us apart by our haircuts," say Carol.

Anita, who received her officer's commission last May, is commander of the 90-member Detachment 1, 827th Supply Company, and Army Reserve unit in Tulsa.

Last summer she attended airborne school at Fort Benning, Ga. She was one of 12 women to graduate from a class of 450.

"Not everybody want to jump out of airplanes," she says. "I wasn't particularly scared. I was more concerned about getting hurt because of track season coming up."

Carol and Anita grew up in Doylestown, Pa., and are the youngest of eight children. They have a brother in the Navy, a brother in the Army and a sister who is a policewoman.

"Not all bad, you know."

Reserve Nurse Remembers Vietnam

by Ann Joyce, Helena, Mont., Independent Record (reprinted with permission)

Sue McPhee was out near Clancy, Mont., recently on Reserve training. A helicopter swirled down amid the trees and, for a few seconds, the sight and sound of it carried her back 16 years.

Quinhon, Vietnam, 1967. The crack and boom of mortar fire all around. Everyone running back and forth, checking the bloodied patients, chasing down supplies, scrubbing up for surgery. The operating rooms filled and more and more casualties waiting.

McPhee is now a nurse at the Veterans Administration Hospital at Fort Harrison, Mont. As a Reservist, she serves with the 396th Station Hospital in Helena, Mont.

She was an Army nurse at Quinhon, in the Central Highlands—a Viet Cong stronghold—from May 1967 until June 1968. Although her hospital was more modern than the Korean War MASH-type hospital on TV, Sue McPhee was a little different from Margaret Houlihan. She was up to her elbows in GI blood.

THE FRONT, EVERYWHERE

"Every place (in Vietnam) was the front, McPhee said. "There wasn't any safe place."

McPhee worked in a 500-bed hospital. The two-story, concrete facility was a bachelor officers' quarters before it became an evacuation hospital.

"We tried to keep it as clean as possible but every time a chopper landed it seemed like all the sand from outside was brought in. The operating room was the only sterile environment.

"There were patients coming in one door and going out the other".

"We were placed in a dificult situation. The patients were not given weapons. I wasn't issued a gun. None of the nurses were." Yet the Viet Cong were all around them.

At the hospital they treated soldiers from the United States, South Vietnam, Philippines, New Zealand and Thailand as well as "unfriendlies" from North Korea, North Vietnam and the Viet Cong. "You looked at the wounds, not the color of the uniform," she said. "We followed the tenets of the Geneva Convention and that was hard. There was no reciprocity. They (the enemy) were not going to help if they found one of our guys. We know what happened to the POWs.

"When we were busy I probably worked a minimum of 16 hours a day, seven days a week. Sometimes I'd go to work and get off three days later. It never mattered if it was Monday or Friday. Every day was the same."

Besides working at Quinhon, McPhee worked three straight days at a hospital in Pleiku when American defenses were trapped in November 1967. She did temporary duty for 1½ months at An Khe and Chu Lai also.

LIVING

McPhee lived in a "very, very bare" room with another nurse. They shared a bathroom with two others.

They ate in the mess tent. The food was almost all B-rations—anything out of a can.

McPhee said she hated the slow times even though they were few and far between. "We were so geared up all the time. At Quinhon we had to have an armed escort to go to the PX. We were confined to the hospital area. I'd rather be working—at least I was doing something."

When McPhee finally got to take her 4½ days of rest and relaxation, she and two other nurses went to Hong Kong. "Nine month of doing without this or that and in four days you tried to get it all in—three bubble baths a days, a pedicure. I had craving for a double decker maple nut ice cream cone and a ham and cheese on rye. I think for the first three days I had that for lunch. But it wasn't the real world. It was like a dreamland before you had to go back to the war."

When McPhee finally returned to the States she was greeted with harassement. She arrived at McChord Air Force Base in Washington state and was walking through the terminal there. "It was June 1968 and I didn't know what was going on. I was in uniform. The way I can describe them is hippies. Both looked like females but now that I think of it one of them was probably male. One started calling me names like 'baby killer.' The other spit at me. I tried to explain I was a nurse but all they saw was the uniform.

Photo by George Lane, INDEPENDENT RECORD (Helena, Mont.)

McPhee: no regrets

"As soon as I could gauge the temperment of society I wasn't very open to tell people I was in Vietnam. I got tired of trying to defend why I was there."

McPhee said, however, "If we mobilize tomorrow I'd go. I'd probably volunteer for a combat support facility."

The trauma and stress of being a combat nurse are different from that experienced by the men in battle, she said. "It is part of the job to deal with stress. You deal with things with a concerned detachment. There wouldn't be anything left if you didn't.

"It wasn't all bad, you know. I repress the bad things and remember the Christmas I opened all my gifts in front of the patients and they wanted me to model the underwear my mother gave me. Or the faces of the patients. They were fantastic. It didn't matter how terrible you looked, they all thought you were absolutely gorgeous—you had round eyes.

"I have no regrets about being a vet. I'm very proud."

AGRs: What They Think About Full-Time Duty

by Frank Tucker, 102nd ARCOM

The serene early morning light fills the empty parking lot of the center. As the sergeant walks up to the door it is obvious that it will be several hours before any one else will arrive. He thinks, "Didn't I just leave this place?"

Twenty miles away, in another center, a nurse is opening the mail, getting ready to prepare her unit's training plan.

A little later, in an Area Maintenance Support Facility, a mechanic in BDUs moves a vehicle into the bay of his shop. In the building next door a specialist turns on the computer that links the local Army Reserve Command with the U.S. Army Recruiting Command. As she looks up she sees another in greens leaving the center to pick up a recruit.

What do these people have in common?

They're Reservists on active duty, serving full-time to support the readiness of the Army Reserve. They are called Active Guard/Reserve (AGR) soldiers.

THE BIG PICTURE

The Army is aiming at having a full-time force equal to roughly ten percent of the total strength of all Army Reserve units. The force includes Full Time Unit Support (FTUS) program participants—those working *at* the unit level. There are also Full-Time Augmentation Support (FTAS) AGR soldiers, assigned to staff positions at levels from Major U.S. Army Reserve Commands (MUSARCs) to the Pentagon. Reservists also serve full-time with the Recruiting Command, supporting the Army Reserve recruiting effort. And, AGRs man retention offices at USARC headquarters.

You'll find AGRs serving in a variety of roles: Training NCOs, mechanics, intelligence specialists, chief nurses, avionics specialists and administration specialists.

Take, for example, **Maj. Marjorie Schiffman.** She was a registered nurse in research at a VA hospital. When the position of Assistant Chief Nurse of the 21st General Hospital (St. Louis) was announced, she applied—and got the job.

What surprised her about going to work full-time for the Army Reserve?

"I was shocked by the workload. There seemed to be so many things to do. I was surprised at the variety of things that I was asked to do," she said.

For many AGR's, the challenge of a heavy workload is balanced by the reward of increased responsibility.

According to **Staff Sgt. Robert Duncan,** motor sergeant of the 245th Maintenance Company (St. Louis), "I like being my own boss. I get a lot of satisfaction out of my job. When I see the results of my work, and the improvement in the performance of my people, the hard work is worthwhile."

Maj. Richard Grow, with the 25th Mobile Army Surgical Hospital (MASH, St. Louis), was assigned to a Maneuver Training Command before going on active duty.

"In my previous assignment I trained and evaluated medical units. I thought I knew what could be done to improve training."

Did things work out as he planned?

"The amount of time it takes to get something done was more than I anticipated, but I find this a good opportunity to use my creative ability. Whatever gets done is up to you. I find myself doing things I have not done before," said Maj. Grow. "At the Maneuver Training Command, we moved from the (unit) Army Training and Evaluation Program (ARTEP) down. At this level we approach training from the individual up. First, we train the soldier so he can be a contributing member of the section—so that the section can help make the unit work."

DESPITE GOOD JOBS

Staff Sgt. Albert Fischer is a full-timer with Battery B, 3rd Battalion, 75th Field Artillery in Joplin, Mo. As a civilian he was a cost accountant with an electrical parts company before becoming an AGR. Despite the good job, he was attracted to active duty. His experience as a unit member gave him some insight into what to expect. "I was responsible for about the same amount of work at my civilian job, but here I get to do many things instead of just a few."

AGR soldiers come from both USAR unit ranks and the Individual Ready Reserve. Some are former civilian technicians who were converted to full-time military status.

The grades of AGR members run from E-4 to O-6. The basic tour is for three years. At the end of this period, a determination is made by ARPERCEN about the next assignment. Since that assignment is based on the needs of the Army, it can be difficult to predict where the assignment will be.

AGR soldiers are entitled to the same pay, benefits and privileges as Active Army soldiers. Despite the pay and benefits, the job seems to be the attraction for many full-timers.

Staff Sgt. Robert Johnson, intelligence NCO for the 18th Psychological Operations Company (St. Louis), put it this way: "I was working long hours in my old unit when I was a (weekend) Reservist. I enjoyed the work. I became an AGR because I believe in a strong Reserve."

Duncan, motor sergeant

Grow, trainer

Schiffman, nurse

Johnson, believer

Non-Unit Reservists CAN Get Training

When people think about the Army Reserve, most envision the USAR's *units*. The companies and battalions. The local Army Reserve center. The part-time soldiers who drill one weekend each month and go off for two weeks of training each year.

But, the units (roughly 3,000) and the Army Reservists assigned to them (about 250,000) are only half the story.

"THE OTHER RESERVE"

More than 280,000 Army Reservists do not belong to units. They're individuals, members of the Individual Ready Reserve—the IRR. Sometimes, the IRR is called—unofficially—the "control group." Most IRR members are former Active Army soldiers who have not completed their military service obligations or fulfilled their service contracts.

An all-too-common perception is that Individual Ready Reservists are "lost" in some great void where training opportunities and a way to talk to the Army don't exist.

Not so.

TRAINING OPTIONS

Through the Army Reserve Personnel Center, ARPERCEN, IRR members—*you, if you're an IRR member*—can participate in the Army Reserve in several ways:

• **Unit Assignment.** Let ARPERCEN try to find you a unit position. A lack of slots or geography may dim the chances of an assignment. But, let ARPERCEN make the effort. A unit affiliation is the ideal training opportunity.

• **Individual Mobilization Augmentee Assignment.** It may be possible for you to be an Individual Mobilization Augmentee (IMA). IMAs train—individually—in peacetime with the Active Army or Department of Defense commands and agencies to which they would report during a mobilization. Most IMAs train for two weeks a year with pay. And, they make take on additional tasks for their organizations, for points only, during the year.

• **Readiness Training.** This is Active Duty for Training (ADT) designed so that you can serve—for two weeks, usually—in your MOS or Specialty Skill Identifier (officer SSI). The duty is usually with Active Army outfits.

• **Attachment.** You may find that attachment to a unit (for participation points, not pay) is a convenient way to be an active Army Reservist. Attachment to a nearby Active unit may be ideal if distance makes commuting to drills (a paid Army Reserve unit slot) impossible. ARPERCEN can help arrange attachments to the Reserve or Active components of any of the armed services.

• **Schooling.** As Army Reserve unit members, Individual Ready Reservists can take advantage of resident and non-resident (correspondence) instruction, and earn points in the process.

The training and professional education in which you can participate do more than help sharpen military skills. For instance, two weeks of readiness training will result in an efficiency report, which is a big part of your promotion file. Virtually everything you do as an Individual Ready Reservist will result in participation points.

THE MANAGER

Every IRR member has a full-time Career Advisor (enlisted) or Personnel Management Officer at ARPERCEN. The manager is a *Reservist* who knows what training and military education are available. He knows how to set them up for you. He knows when you're eligible for promotion, and when promotion boards meet. He knows the participation point system.

If you're assigned to the IRR, keep in touch with your manager. Tell him what you don't know about the IRR and, for that matter, what you don't know about the Army Reserve. Let him—or her—fill in the rest.

Do IRR enlisted members take Skill Qualification Tests? WHEN must USAR officers complete branch basic and advanced courses? There are too many questions, too many important answers *not* to stay in touch.

THE FUTURE

In the next few years, there will be an overhaul—in effect, an improvement—in Individual Ready Reserve training. The Army is working on the details, but, the facts amount to this: an enormous effort will be made to measure and track the skill levels of every IRR member . . . and to design training so that members' skills are maintained. And improved. In short, the attention given to Individual Ready Reservists is and will be unprecedented.

Don't miss the opportunities; stay in touch.

The Phone Numbers in St. Louis

Enlisted

- Infantry 1-800-325-1878
- Special Forces 1-800-325-4570
- Field Artillery 1-800-325-4730
- Air Defense 1-800-325-4743
- Armor 1-800-325-4731
- Aviation 1-800-325-4759
- Aviation Maintenance 1-800-325-4712
- Engineer
  - CMF 1-800-325-4095
  - CMF 51 1-800-325-4757
- Communications/ Electronics 1-800-325-4714
- Military Police 1-800-325-4760
- Military Intelligence 1-800-325-4760
- Health Services 1-800-325-4760
- Personnel 1-800-325-4713
- Administrative 1-800-325-4751

* * *

- Logistics
  - CMF 54, 55, 92 1-800-325-4752
  - CMF 76 1-800-325-4072
  - CMF 94 1-800-325-4753
- Transportation 1-800-325-4758
- Sergeants Major 1-800-325-4754

Officers

- Adjutant General/ Finance 1-800-325-4981
- Air Defense 1-800-25-4895
- Armor 1-800-325-4953
- Army Nurse 1-800-325-4912
- Aviation Officer 1-800-325-4385
  WO 1-800-325-4382
- Chaplain 1-800-325-4914
- Chemical 1-800-325-4987
- Colonels 1-800-325-4387
- Engineer 1-800-325-4987
- Field Artillery 1-800-325-4952
- Foreign Area Officer 1-800-325-4988
- Infantry 1-800-325-4882
- Judge Advocate General 1-800-325-4916
- Medical/Veterinary/ Dental 1-800-325-4919
- Medical Service/ Specialist 1-800-325-4973
- Military Intelligence/ Civil Affairs 1-800-325-4988
- Military Police 1-800-325-4986
- Ordnance 1-800-325-4958
- Quartermaster 1-800-325-4957
- Signal 1-800-325-4985
- Transportation 1-800-325-4980
- Warrant Officer- less aviation, medical 1-800-325-4361

Note that there *is* a Civil Affairs Branch. It shares the phones with Military Intelligence. Civil Affairs will have its own phones in the future.

Enlisted Promotions

How Reserve Promotions Work

by Capt. Bob Pratt

How do enlisted promotions work in the USAR?

It depends on where you're assigned.

Things work one way for unit soldiers, another for Individual Ready Reserve (IRR) soldiers and still another for Active Guard/Reserve (AGR) soldiers.

UNITS

If you're assigned to a unit and you possess qualifications (outlined in AR 140-158), you may be promoted in any authorized vacancy. However, the promotion you're after cannot exceed what are called the cumulative vacancies for that pay grade. The formula for figuring out vacancy totals is found in the regulation.

To be eligible for *consideration* for promotion, you must be a member of the Selected Reserve. This means that you cannot be assigned to the Individual Ready Reserve, Standby Reserve or the Retired Reserve. You must be recommended by the appropriate commander and have shown proficiency in the Military Occupational Specialty for which you're being considered. And, you must have demonstrated leadership abilities.

Advancement to E-2 is accomplished administratively upon completion of six months of service from the start of Initial Active Duty for Training (IADT). It's done by the unit's custodian of personnel records regardless of vacancies. Commanders are authorized to promote outstanding soldiers just four months after IADT begins.

If you're shooting for E-3 or E-4, you have to meet time-in-grade (TIMIG)

Time-in-Grade, Time-in-Service

Time-in-Grade
TPU Promotions

For promotion to

E-9	28 months	in E-8
E-8	24 months	in E-7
E-7	21 months	in E-6
E-6	15 months	in E-5
E-5	12 months	in E-4
E-4	9 months	in E-3
E-3	4 months	in E-2

Time-in-Grade
IRR Promotions

For promotion to

E-9	28 months	in E-8(1)
E-8	24 months	in E-7(1)
E-7	36 months	in E-6
E-6	36 months	in E-5
E-5	24 months	in E-4
E-4	24 months	in E-3
E-3	12 months	in E-2

(1) Applicable to IMA soldiers

Time-in-Service
Requirements
TPU

For promotion to

E-9	18 years
E-8	15 years
E-7	not applicable
E-6	not applicable
E-5	not applicable
E-4	not applicable
E-3	not applicable

and time-in-service (TIS) requirements; the promotion authority can waive half of the TIMIG.

Unit soldiers going for grades E-5 through E-9 are considered by boards. Promotion to E-6 and higher grades requires having a high school diploma or a general education development (GED) equivalent.

Commanders may recommend waivers for one-half the TIMIG for selection to pay grades E-5 through E-7. Selection boards may waive up to four years of the TIMIG for promotion to E-8 and up to five years for promotion to E-9. These waivers can be applied only to outstanding soldiers who meet all the other promotion requirements.

The position vacancy requirement can be waived for promotion of otherwise eligible soldiers to E-5 after these individuals have completed five years in service. The requirement can also be waived for those unit members being considered for promotion to E-6 if they've completed 12 years of service. Those who are promoted with this waiver will be reassigned to positions in their correct grades and skills as soon as vacancies occur.

THE IRR

If you're an Individual Ready Reservist or Individual Mobilization Augmentee (IMA) — this includes attachment to Reinforcement Training Units (RTUs) and IMA detachments — you have to be a "satisfactory participant" in the USAR in order to be considered for promotion. This means that you must have earned 27 participation points in the current retirement year or during the year immediately preceeding the year of promotion consideration.

Promotions to grade E-5 are handled administratively from the Reserve Components Personnel and Administration Center (RCPAC); promotions to grades E-6 and up are taken up by Department of the Army boards.

You can be promoted to E-7 in the IRR . . . and to E-8 and E-9 as an IMA, given that your IMA position calls for an E-8 or E-9.

AGR

What about AGR enlisted soldiers?

Advancement to E-3 and promotion to E-4 and E-5 are accomplished within (assignment) command chains.

Annual forecasts of AGR needs are made by grade and MOS; a centralized Headquarters, Department of the Army promotion board is convened at RCPAC. This board selects AGR soldiers for promotion to grades E-6 through E-9 by MOS based on these projected annual grade and MOS requirements.

Enlisted AGR participants are considered by the board in primary and secondary zones. The Zone cut-off dates are announced before the board convenes. Those selected are placed on an order-of-merit list and promoted in sequence.

Soldiers going before the board must meet the following requirements before the end of the month in which the AGR board convenes:

- twelve continuous months of AGR service
- a high school diploma or GED
- the proper interim or security clearance
- no bar to reenlistment
- no denial of continuation on AGR status by board action
- at least 10 years of cumulative enlisted service for promotion to E-9
- at least eight years of cumulative enlisted service for promotion to E-8

Don't confuse the promotion rules among different regs. The Army Reserve uses AR 140-158. Promotions for Active Army members who serve with the Army Reserve are governed by AR 600-200. Full-time Army National Guardsmen are ruled by NGR 600-200.

EDUCATION-THE NEW WRINKLE

Unit and AGR soldiers cannot be promoted without the right military education. In other words, they cannot be considered unless they have completed that portion of the Non-commissioned Officers Education System (NCOES) that corresponds to the skill level of their current grade. Taking advantage of what USAR schools, Active Army resident schools and correspondence courses have to offer can improve promotion chances. Boards *are* impressed by those who make use of the opportunities.

Grenada: USAR Takes On Vital Schools Mission

By Lew Brodsky, OCAR Public Affairs Office and Tim Miller, 123rd Army Reserve Command

Under a hot sun, Major Don Pecic of Columbia, S.C., helped the dock workers break the seal. Then they opened the huge, 20-foot-long shipping container to unload 20,000 pounds of textbooks. The books had reached their final destination.

Pecic and several other Army Reservists were in the midst of Annual Training in Grenada, thousands of miles from home station.

VIOLENT CHANGE

The tiny island is among the smallest independent nations in the Western Hemisphere. About 90,000 Grenadians live on the mountainous remnants of a volcano along the edge of the Caribbean Sea, off the coast of Venezuela.

Although independent from Great Britain since 1974, Grenada's recent history was marked by revolution and violence. In 1979, the first prime minister, Sir Eric Gairy was overthrown by the new JEWEL Movement; the Movement established close ties with Cuba and the Soviet Union. Some 800 Cubans — and their ideology — were brought to the island to construct a new airport at Point Salines.

URGENT FURY

But power struggles in the new Prime Minister Maurice Bishop's own party led to chaos. On October 21, 1983, Bishop and several members of his cabinet were arrested and executed by elements of the People's Revolutionary Army, led by Deputy Prime Minister Bernard Coard.

Coard and a 16-member Revolutionary Council banned demonstrations, and closed schools and most businesses. They imposed a 24-hour curfew, warning that violators would be shot. Grenadians were terrified, and so were 600 American medical students at St. Georges University on the southern tip of the island.

On October 25th, 1983, all hell broke loose. U.S. and Caribbean military forces, spear headed by the U.S. Army's XVIII Airborne Corps, landed in Grenada in a rescue mission dubbed "Urgent Fury." After fierce fighting, they defeated resistance from armed Cubans, evacuated American citizens and restored order and calm. A democratic government was re-established.

THE ARMY RESERVE HELPS

Just days after the fighting ended, Army Reserve civil affairs specialists were sent to Grenada to work with the new government on rebuilding and refining essential services. (Ninety-seven percent of the Army's civil affairs assets are in the Army Reserve. See the Spring 1984 *Army Reserve Magazine*.).

Support from small teams of Reservists from civil affairs units will continue through August this year. Working with the U.S. Agency for International Development (USAID), unit members are addressing several of Grenada's problems, including utilities, road networks, sewage, water and tourism needs.

But, perhaps the most rewarding work involves assistance to the island's children through a Schools Revitalization program.

"In any developing country, education must be stressed," notes George McGuire, Grenada's minister of education. "It must clearly be emphasized that we see education as the key to national development. So it has a tremendous role to play in enhancing the quality of life."

McGuire's political promises of proper facilities for education, and his campaign slogan, "Every child in school," are quickly becoming realitites . . . with the help of the U.S. Army Reserve.

In April, 1985, Maj. Pecic, property book officer of the 360th Civil Affairs Brigade, headed an 8-member civil affairs team performing three weeks of Annual

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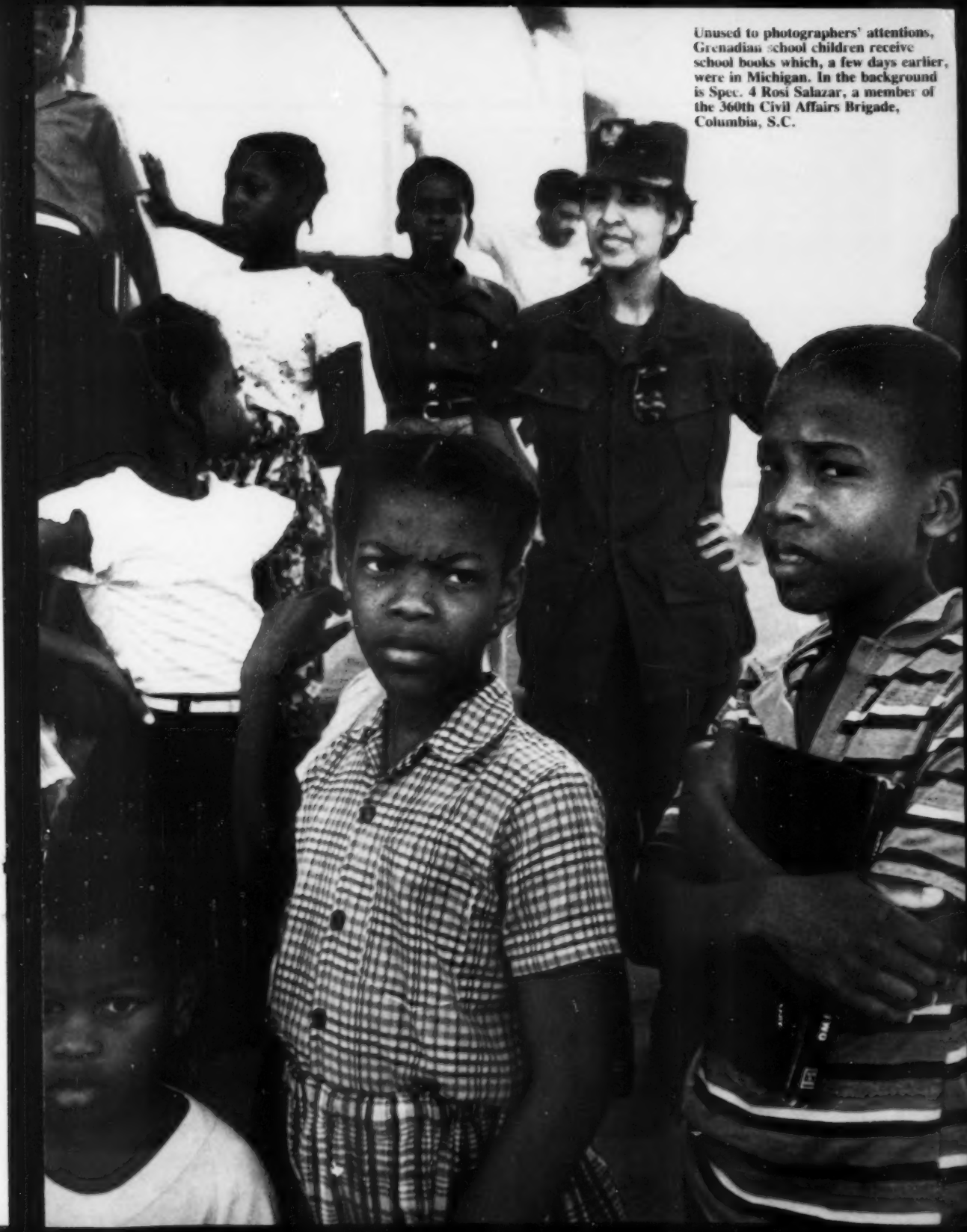


Unused to photographers' attentions, Grenadian school children receive school books which, a few days earlier, were in Michigan. In the background is Spec. 4 Rosi Salazar, a member of the 360th Civil Affairs Brigade, Columbia, S.C.

Spec 4. Phillip Parker, left, and Spec 4. Charles Carter, members of the 123rd U.S. Army Reserve Command, unload boxes (from Michigan) at Herndon, Va. Project Hope saw to it that the books were shipped from this point to Grenada.

Grenadians unload the books in St. Georges Harbor.

Training to help revitalize schools. The team was one of many increments being manned by the 360th. By the time Army Reserve involvement ends, 70 of the unit's 125 members will have seen Grenada duty (Pecic's estimate).

"Our unit identified 20 schools to improve (out of the 64 on the island). In most cases they were in deplorable condition. Plumbing was very bad and the smell of primitive sanitary facilities could make you gag," said Pecic, who is a general engineer in South Carolina when not in uniform. "With funding being shared by USAID and the Ministry of Education, we made recommendations for improvements and then supervised the work of Grenadian contractors."

The transformations were miraculous. Dilapidated buildings that looked more like stables and schools, received new plumbing, electrical fixtures, paint and roofs.

"It was really great to see the work we started nearing completion. Leaky pipes were repaired and broken toilets fixed," observed Chief Warrant Officer Bill Bledsoe, one of Pecic's team members from Knoxville, Tennessee's 489th Civil Affairs Company. Bledsoe's civilian job is with the Knoxville utilities Board, making him specially qualified to judge plumbing and electrical requirements.

"Grenada has no plumbing or electrical codes. One of the things we did was to recommend they develop a code system. We even gave them some U.S. code books to look at."

GRENADA TEXTBOOK MISSION

But, there was more to improving the Grenada school system than just improving the learning facilities. In November, 1983, Reservists had identified a critical shortage of textbooks. Old, British colonial books were being used. Newer books, supplied by communist countries, had been destroyed by the Grenadian government after the rescue mission because of their political orientation.

Albert O. Xavier, Grenada's ambassador to the U.S., explained that the educational system on the island is being revamped. "Education is our future. We are a small country with a school population of 30,000. We've had a long and proud history of being very literate people," Xavier said.

During the Marxist years, any books thought to be imperialist in philosophy were removed from the shelves. "The result," said Xavier, "is that there was very little reading material on the island, and, particularly, there was a shortage of books for young people."

continued

The airstrip at Point Salines. This was among the first areas on Grenada secured by U.S. and Caribbean forces in October 1983. The field was Cuban built.

An aerial view of picturesque St. Georges, the capital, and its harbor. Grenada is 24 miles long and 12 miles wide. A mountain range runs down the center of the island.

The Happy Hill School is one of 20 schools renovated under a U.S. AID project. Army Reserve civil affairs experts supervised the work.

Ironically, help came from yet another Army Reserve unit in Southfield, Mich. Maj. Larry Ochalek of the 5032rd USAR School (a unit of the 123rd ARCOM) read about the textbook shortage in a national news magazine and decided his civilian job as school executive in Washtenaw County, combined with his Army Reserve affiliation, placed him in a position to produce a solution to Grenada's problem.

Ochalek contacted several associates in the county's school systems, suggesting that textbooks, obsolete for teaching purposes in Michigan, might still benefit the children of Grenada. His idea was enthusiastically supported.

"Why did I do this? Well, I had the resources, the opporunity and the incentive," explained Ochalek.

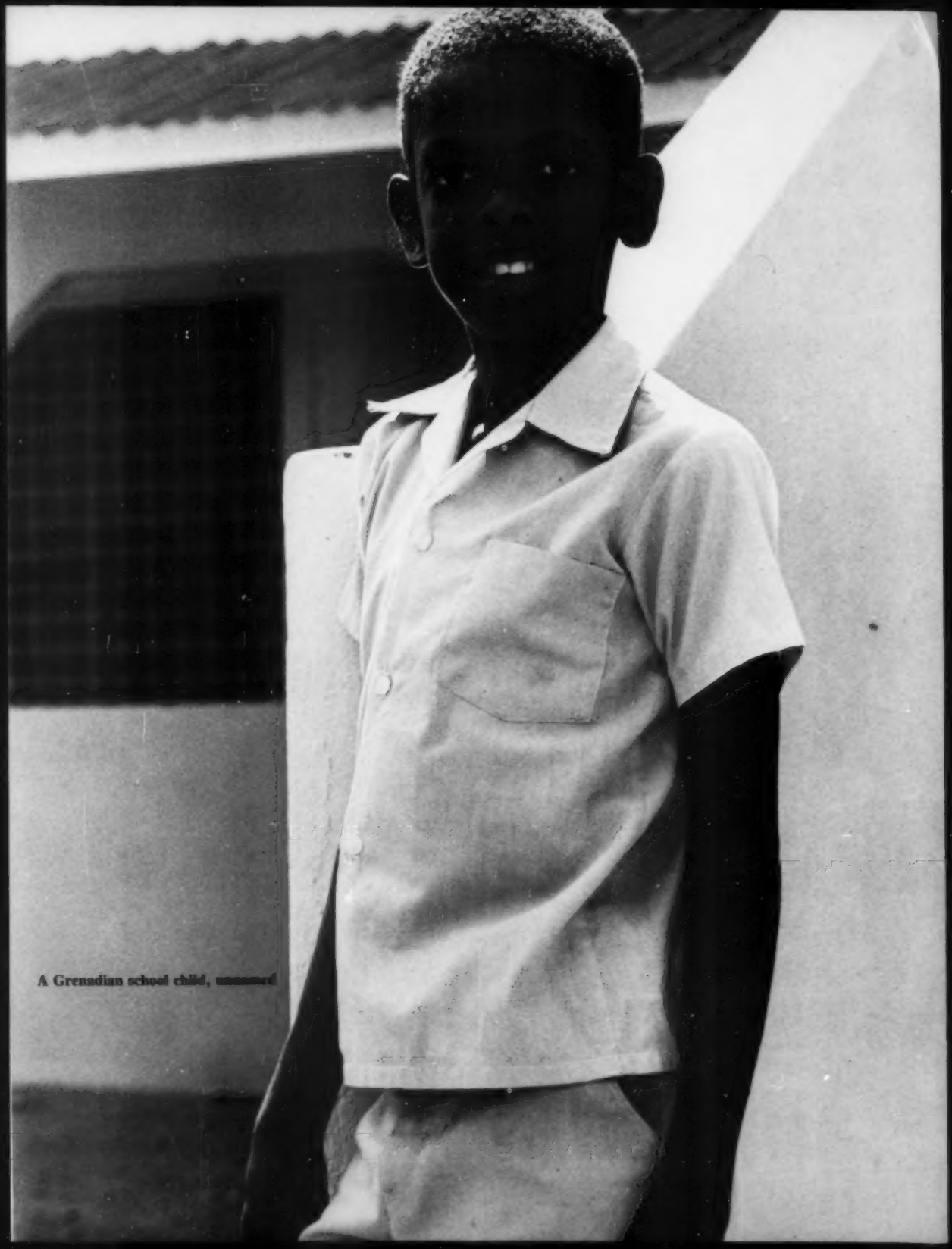
Ten tons of school books — covering kindergarten through 12th grade — were collected, boxed in more than 600 cartons, and stored at a local Army Reserve center. Permission was sought from the Department of Defense to move the boxes by Army Reserve truck from Michigan to a Project Hope warehouse in Herndon, Va. Ochalek and four other Reservists from units of the 123rd ARCOM departed from Michigan with the truckload of books on March 9, and arrived in Virginia a day and a half later. The books were handed over to the Sovereign Order of the Knights of Malta — a philanthropic organization — for containerized shipment to Grenada along with Project Hope medical supplies.

The container reached St. Georges Harbour, Grenada, on April 6, where Maj. Pecic and his civil affairs team worked with the Ministry of Education to begin sorting and distributing.

Education Minister McGuire and his staff were delighted with the Michigan donation: "We have gotten rid of all those books that can be regarded as political propaganda and (will) replace them with books that have relevance to democracy. I'm sure that these books from the U.S. have no political message to preach. Rather, they stand for freedom and the uninhibited growth of the creative talents of our students."

SECOND RESCUE CONTINUES

U.S. military involvement in Grenada began with the rescue of American students there. Interestingly, it continues with the Army Reserve coming to the "intellectual rescue" of Grenadian school children through the "Grenada Textbook Mission" and the schools revitalization program. It's good, mission-related training for USAR civil affairs. And, its impact will be enjoyed by the children of Grenada for many years to come.



A Grenadian school child, unnamed

UH-60 Blackhawks. The USAR is getting more of these.

USAR Aviation Gets Bigger

It's a good time to be part of Army Reserve aviation. The reason? Beginning in 1986, the USAR's aviation establishment is going to jump in prominence and punch. Before its growth is through, the Army Reserve's flying force will field five aviation groups, each of which will report to the five Continental U.S. Army headquarters. Two of the groups will each include two new Attack Helicopter battalions — fighting units the Army Reserve has never had. Also included in the force will be five new Combat Aviation battalions. The attack battalions will fly AH-1 Cobras and the combat aviation battalions will fly UH-60 Blackhawks and UH-1H Hueys.

All of the changes reflect a recent Army decision to organize new major aviation forces in the Army National Guard and the Army Reserve. The decision is an element of the Army-wide restructuring called "Army of Excellence," which is driving everything from the size and shape of combat divisions to the selection of state-of-the-art weaponry.

The boosted Army Reserve aviation force will get more people; total personnel strength of USAR flying units will jump from 5,000 positions now authorized to 6,800, and the number of aviators will increase from 1,200 to 1,700. Readiness of the new forces will also require the assignment of more full-time Reservists serving as part of the Active Guard/Reserve (AGR) program.

The expected realignment of existing USAR flying units, increased recruiting and voluntary transfers of USAR aviation personnel from the Individual Ready Reserve will help bring the units to full strength.

The number of aircraft assigned to the Army Reserve will also grow, increasing from the current level of 520 helicopters and planes to 720.

All this represents a dramatic shift toward increased reliance on the Aviation forces of the Guard and Reserve. It is particularly so for the Army Reserve, which has never had major combat aviation units and a comprehensive command and control structure for its flying units.

The structure growth is good news for Army Reserve aviators; the new organization should provide additional upward career mobility. The new aviation groups will be commanded by colonels. Presently, the Army Reserve has only one aviation unit requiring a commander above the rank of major.

This reorganization of the Army Reserve aviation force is expected to be completed by fiscal year 1991.

Decisions concerning the stationing of new units have not been announced.

Non-Unit Aviator? Read Here!

Flight training opportunities exist for Individual Ready Reserve aviators; in fact, they have increased this year.

Top priority for flight training goes to warrant officers. Company grade officers receive second priority, followed by majors (aviators above the grade of major are generally not given flight training, but are assigned to staff positions).

Those who take advantage of this training will likely perform their Active Duty for Training (ADT) at the 2nd Army Regional Training Center, Fort Rucker, Ala.; one of the 37 Army Reserve aviation support facilities across the country, such as the 63rd ARCOM Aviation Support facility in Los Alamitos, Calif.; or with an active duty unit. The training is substantially the same, no matter the location.

The typical training tour lasts 19 days, with ground school and 15 to 20 hours of flight instruction. Such skills as nap-of-the-earth flying and landing in confined areas are practiced.

Although Individual Ready Reserve aviators are not required to maintain Annual Aviator Proficiency and Readiness (AAPART) certification, those who take advantage of flight training tours are required to pass the written portions of the test while on duty.

The Regional Center and some other units offer IRR participants who do especially well in flight training an opportunity to be certified in the contact maneuver and instrument flying portions of the test.

Interested? Call your personnel management officer in the Aviation Branch at the Army Reserve Personnel Center (ARPERCEN) in St. Louis. The toll-free number is 1-800-325-4365 (in Missouri, call collect (314) 263-7564). You have to have a current class II flight physicals to qualify.

An AH-1 Cobra launches a Tube-launched, Optically tracked, Wire-Guided (TOW) missile at a ground target. This aircraft is destined for the USAR's attack helicopter battalions.

Members of the 219 Transportation Company, Scott Air Force Base, Ill., work on an Active Army UH-60.

U.S. Army photo by Frank Tucker

Take-Off: *A USAR Unit Fixes Active Birds Year-Round*

by Frank Tucker, 102nd ARCOM

An Army UH-60 Blackhawk, flying at 3,000 over Mannheim, West Germany, was struck by lightening during a spring storm.

It landed, with difficulty. All the crew were safe.

Although the (Active Army unit) chopper is sound, extensive repairs are needed; the electrical equipment was knocked out when the aircraft, hit by the lightening bolt, became a giant magnet.

The Army had two ways to fix the Blackhawk. One was to send the helicopter to the Manufacturer, Sikorski Aircraft. This would have meant a delay of nine months until the Blackhawk could be examined and repairs begun. The other was to find an Aviation Intermediate Maintenance (AVIM) unit willing to take on the repair job.

The Army took the second choice assigning the task to an Army Reserve AVIM outfit, the 219th Transportation Company (102nd ARCOM), Scott Air Force Base, Ill.

DECISION

The 219th got the nod largely because it has been repairing Blackhawks as part of the Army's Operational Readiness Float (ORF) Program.

The program began in 1984, when the 219th received a new UH-60 for maintenance training purposes. Later, the new helicopter was swapped for a Blackhawk from the 101st Division (Airborne), an aircraft requiring maintenance. The 219th also received an OH-58 Kiowa and a CH-47 Chinook to fix. These ORF repair missions are of enormous training value: in wartime the 219th would have to use its skills to keep the Army's helicopters in the air. Another ORF Program benefit is that experts from the Aviation Systems Command (AVSCOM) can easily observe the effectiveness of testing tools and maintenance procedures. AVSCOM is only 32 miles from the 219th, in St. Louis, Mo.

It is expected that the helicopter downed by nature in Germany will be fixed by this October. The Blackhawk will be returned to the Army's inventory sooner than if it were repaired by the manufacturer, at a savings of roughly $200 thousand in manpower costs.

How does an Army Reserve unit repair helicopters part-time?

"We have year-round (fragmented) Annual Training which means we can bring in our people throughout the year," explained the 219th's commander, Maj. Joe Kwiatkowski. "Before the ORF we didn't get experience with anything except out UH-1s. Today, we have missions with more kinds of aircraft—helping the Active Army. The troops are excited about that. They can really see the fruits of their labor. Never have they worked harder . . . or been more competent."

Members of the 630th Quartermaster Company remove (and later align) a veteran's gravestone at Chalmette National Cemetery, near New Orleans.

Solemn Duty, Useful Training
630th QM Company Honors the Nation's Dead

by Maj. Art House

There was no drill, no ceremony, no cadence. But the small detachment of soldiers stepped out from under the trees smartly, as if on parade. At the appointed spot, the men turned in unison to their left — from a distance, the movement looked almost as if it had been directed by some unheard command.

The men and women of the 630th Quartermaster Company, an Army Reserve unit from New Orleans, go about their work with a quiet reverence, for theirs is a very special job. As a part of its training, the 630th — one of only five graves registration units in the Army (and all are USAR organizations) — helps maintain the graves of more than 15,000 veterans.

Their work takes place at Chalmette National Cemetery, located some six miles southeast of the heart of New Orleans.

AMERICAN VICTORY

Citizen-soldiers have been to Chalmette before. In the early morning hours of Jan. 8, 1815, there took place at Chalmette the greatest battle in American history won by a militia and volunteer force over an Army of trained regular soldiers. It was there that Maj. Gen. Andrew Jackson — in command of a force of some 5,000 militia, hastily gathered volunteer units and just a handful of regular U.S. troops, battered a 10,000-man British invasion force. Many of the British regulars had just come from European battlefields, where they had helped defeat Napolean. The roughest part of the fighting took just 30 minutes, and when it was done, 2,000 British soldiers were dead or wounded on the battlefield; just 13 Americans were casualties.

The National Cemetery, which contains no dead from the battle, sees the 630th toiling on ground across which British units charged — to their destruction. The cemetery's dead, thousands of which are unknown, are veterans of every war except the Revolution and Korean conflict. A handful are Vietnam soldiers, and — ironically — the cemetery is also the last resting place of a World War II British sailor, Able Seaman Watcyn G. Jones.

The 630th's commander, Capt. Solomon Spener, says that the unit's training at Chalmette is enhanced by the history of the place, and by the solemnity of the unit's work.

"The members have a real sense of what went on here, and they have a special appreciation for what they're doing in honor of the veterans buried here," he says.

The unit's work consists of realigning — and righting — gravestones that have shifted due to the marshy ground in which the graves are dug. Chalmette is, in fact, one of very few New Orleans area memorial parks where the graves are below ground level. The high water table in the region makes underground burials impossible in most locations.

RIGHTING, REALIGNING

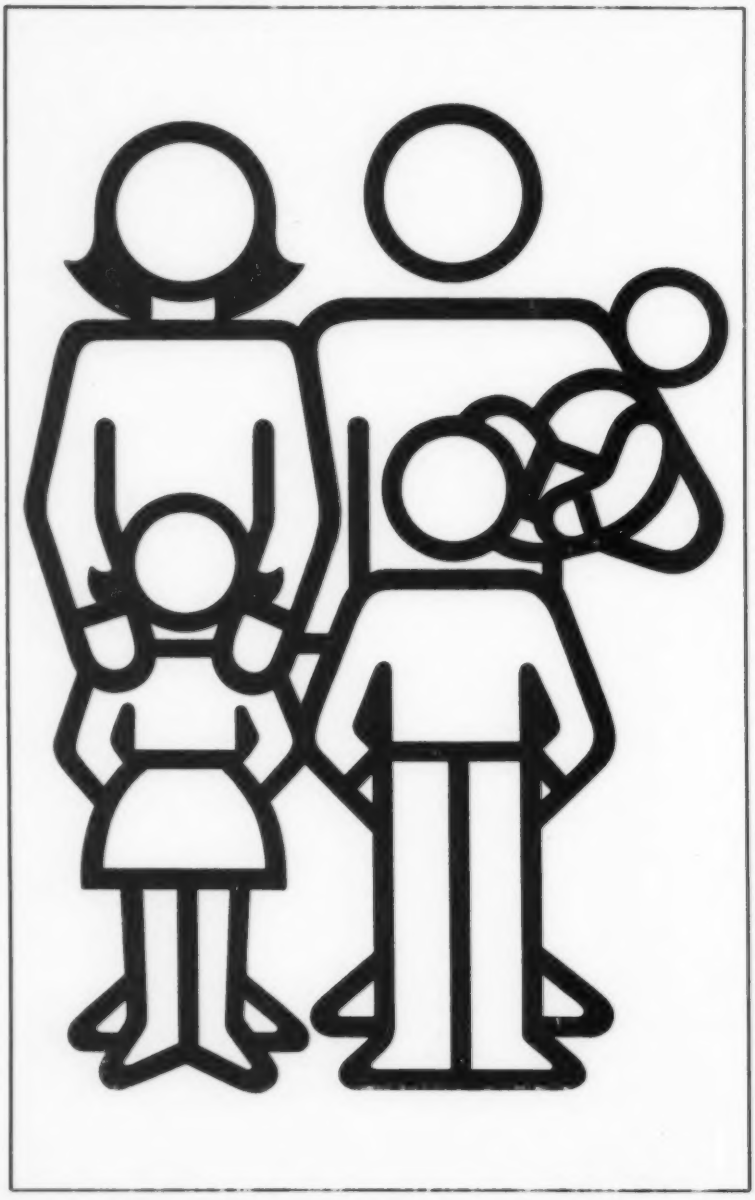
Righting gravestones is only a part of the unit's training. The unit also practices its other mobilization missions — through simulation — of collecting, identifying and temporarily interning war dead. It's a rough mission to train for in peacetime, and Capt. Spencer and his officers and NCOs work hard to dramatize the difficult nature of the work.

"I don't want our members to have to confront death for the first time on the battlefield," said Spencer, who went on to note that his unit training includes visits to local coroner offices, and actual viewing of autopsy procedures.

At Chalmette, the unit works with and supports the National Park Service — whose resources for cemetery maintenance are stretched thin. The Park Service is happy to have the 630th on hand — and the unit occasionally has been able to put members on short tours of active duty for training to help out with the tombstone project in addition to drill time.

Supervisory Park Ranger Tom Tankersley says "The 630th's work here has been a great help to us. We're especially proud that the Army Reserve is here at work helping us preserve the dignity of the cemetery, and that they are on duty where such an important part of America's citizen-soldier heritage was formed."

Have You Read Your Family Mobilization Handbook?



"If my wife reads this mobilization stuff, it'll scare the hell out of her . . . she'll probably make me get out of the Army Reserve!!"

With these words, an angry NCO confronted a member of this magazine's staff several years back, right after we'd run a tough piece punching at Army Reservists to get serious about preparing themselves and their families for mobilization.

It wasn't the only heat we took about the article—which laid out several pages of pointers about wills and property inventories and all the unpleasant but essential personal preparation that a Reserve family needs to take care of *before* the balloon goes up.

"Your article on mobilization shows how the government is preparing to go to war again." wrote another reader. "Cancel my subscription!" thundered another, unaware that the magazine goes to every Reservist, automatically, without subscription.

When planning the article that follows, the editorial staff decided that it was time to renew the message. It is the readiness of the Total Army that maintains the peace . . . and that "Total" readiness means more than personnel, training and equipment. It is also the ability to mobilize . . . the *preparation* for mobilization. Families are an important part of the planning, the preparation.

****

In the days since *Army Reserve Magazine* first addressed the subject of family mobilization needs, the matter has become much more than a provocative magazine topic. It's an official effort, these days, a program spurred by the Army's increasing awareness of the family's role as a foundation of a ready Army, Active, Guard and Reserve alike. Army families, no less than the soldiers who are a part of them, need to be ready to face the stresses that will come with armed conflict.

The Family Assistance Handbook for Mobilization, DA Pamphlet 360-525, addresses the entire scope of getting the Army Reserve family ready for mobilization. Every member of the Reserve with dependents should get a copy and pay attention to what it has to say.

The handbook points out that mobilization has happened many times before" . . . **in 1812, 1917, 1941, 1950, 1961 and 1968. We hope it never happens again. But, if it does, we must be ready."**

Here's what else the handbook has to say:

Chapter 1 deals with Personal Affairs. It tells you to:

• Make an inventory of your property, both of personal items such as cars, furniture, jewelry, securities and valuables; and real property, such as your house, and your land holdings. Make sure that your family knows where you keep the inventory.

• Get a copy of DD Form 1543 (Annual Legal Checkup) from any Guard or Reserve unit, or from the legal office at any military post or base. The form will lay out, point-by-point, what you need to do to keep your legal paperwork up to date.

• Make a will and keep it up to date. No one finds pleasant the planning for one's own death, but it's necessary to make sure that your family can carry on afterwards. The handbook points points out how events such as marriage and divorce, birth and death of family members, new wealth or acquisitions, prompt the need to change wills.

• Consider preparing powers of attorney, which permit others to undertake any act—on your behalf—that you might need to do yourself. Powers of attorney can come in very handy when you're away on military duty, allowing your spouse or other family members to pay bills and handle other essential personal business.

• Safeguard your stocks and bonds, deeds, insurance policies and other important papers by placing them in a safe deposit box; and, don't forget to tell your next of kin where and how to get hold of those papers.

Chapter 2 deals with Family Affairs. It tells you to:

• Inventory all your important personal paperwork—just like it did in chapter 1, but this time it goes into more detail. Important papers for the inventory include birth certificates, marriage licenses and certificates, wills, deeds, mortgages, leases, auto titles and insurance, life and medical insurance policies, stocks and bonds, credit cards, installment contracts, tax records, social security.

• Try to work out any pending family problems, such as divorces or separations, child custody, naturalization, and property settlements before mobilization. Don't leave things hanging.

• Know that the Army stands for equal opportunity and will not tolerate discrimination against its members and families, in uniform or out, on post or off.

• Understand that mail may take a while to reach you if you're mobilized. It also shows the proper form for addressing mail to a service member, which includes a social security number as follows:

Sergeant Major George M. Pullman
441-05-035
Company A,3rd Battalion,
250th Infantry
Fort Nugget, NV 72533

• Be aware of your death benefits, including how the Army will assist your survivors with burial arrangements, provide a headstone and military honors, a death gratuity up to $3,000, your servicemen's group life insurance, transportation of family members and household goods, educational and other benefits.

Chapter 3 addresses Postmobilization Protections. It tells you:

• Your rights under the Soldiers and Sailors Civil Relief Act, which can help you when your military duties prevent you from fulfilling financial and other legal obligations

• Your rights to reemployment upon your release from active duty (many of which are the same reemployment rights you enjoy as a Reservist in peacetime). Basically, you may return to your civilian job if you did not serve more than five years on active duty, were not a temporary employee, left your job solely because of your active duty, and are not physically disqualified to perform your job on your return.

• About your responsibilities to support your family and pay your bills, even if you take a cut in pay when ordered to active duty. The chapter tells you to plan ahead, how to support your dependents through pay allotments, and adds a reminder that Federal law allows your military wages to be garnisheed to support your family, should you fail to do so voluntarily.

Chapter 4 spells out Benefits and Entitlements. It discusses:

• Pay and allowances, defining basic pay, basic allowance for subsistence, basic allowance for quarters, variable housing allowance, clothing maintenance allowance, proficiency pay, flight pay, hazardous duty pay, hostile fire pay.

• Taxes, and how federal and any state income tax and social security tax is withheld from your basic pay.

• Allotments, how they work, and for what purposes they may be made (including the purchase of Savings Bonds, payment of life insurance premiums, repayment of loans from Red Cross and Army Emergency Relief, payments to support family members, charitable contributions, and for deposits to financial institutions).

• Methods of being paid, including by check at the duty site or family home, or by electronic funds transfer (the handbook recommends that latter method as safest). It also mentions your options to select payment twice a month or once a month, and how you can select to receive varying portions of your pay at mid-and end-of-month payment times. It also tells you how pay arrangements change in a combat zone, and how you can have most or all of your pay sent to a financial instutition outside of the combat zone.

• Servicemen's Group Life Insurance (SGLI), and how you can elect to get $35,000 worth at very low cost, and that you can decline it. The handbook also notes that SGLI has no loan, paid up, or extended value.

• Leaves and passes, which the handbook defines in detail, spelling out each type and how it is granted and charged. Most importantly, the book emphasizes that during mobilization there will be little, if any free time, and that only immediate

continued

Family Affair

A good thing has sprung up in Kentucky. The families of members of a Reserve unit have formed their *own* organization.

One reason for creating the first U.S. Army Reserve Family Auxiliary—the company chapter of B Company, 478th Engineer Battalion, Fort Thomas—is to make friends. Another reason—closely related—is to broaden the understanding of *why* Reservists train on weekends and go to summer camp.

"We are not in this for nothing," says one chapter member. "We mean business."

"I've never seen anything develop as rapidly as this charter organization," noted Martha Garden, an Army Family Liaison Specialist from Washington D.C. The Fort Thomas chapter has captured the attention of Army officails at a time when the Army is putting increasing emphasis on family matters.

Discuss with your family, now, the contents of the handbook.

family emergencies will prompt the granting of leave.

• ID cards for dependents. Identification cards are the primary key to your dependent's use of their military benefits. To get ID cards, you and your dependents will need to have copies of mobilization orders, birth, adoption and marriage certificates, and the like. Units are responsible for helping you complete the application form (DD 1172) for your dependents' ID card, which will be issued at—or by mail from—an active military installation.

• Where to get vital documents. The handbook gives a state-by-state listing of where you can write for copies of the personal legal papers, such as birth amd marriage certificates, that you will need for ID cards and a variety of other uses after mobilization.

• Health and medical care benefits. The handbook points out that dependent and retiree health care at military hospitals *ends at mobilization*. Thereafter, military hospitals are dedicated to the care of military personnel only. The book spells out that your family members' care must then take place at civilian facilities, with costs being deferred by CHAMPUS, the Civilian Health and Medical Program of the Uniformed Services, and by any private insurance plans that the family may have. CHAMPUS does not pay all health care costs; there are deductibles and maximum allowable amounts for each procedure. Though the handbook doesn't say so in so many words, its message is one of caution: prepare your family to defray medical costs and fill out lots of health care paperwork.

• Movement of families and household goods to the mobilization station is not authorized and there will be no family quarters. Subsequent moves may be authorized if a member is assigned to a post where families are permitted, or if a spouse wishes to move elsewhere. The booklet also points out that single service members may store their household goods at government expense.

Chapter 5 talks about Use of Military Facilities, and discusses:

• how housing on post will be severely limited, even when it's authorized after mobilization

• how to save money at the commissary and Post Exchange

• how moblization will severely limit peacetime education programs available at many posts

• the many sports and recreational facilities available on posts

Chapter 6 spells out Family Assistance available to mobilized Reservists at military installations, including:

• Army Community Services, and its family, financial and relocation services

• Chaplain support

• The American Red Cross, and how its official resources help soldiers resolve family emergencies

• Army Emergency Relief and its available financial assistance to soldiers in need

• Legal assistance available to draw up wills, resolve consumer problems, help with tax questions, and provide defense services at courts martial, article 15 proceedings and the like.

Chapter 7 tells about finding assistance resources close to home, for family members left behind when a member is mobilized. It mentions that State Area Commands (the state military headquarters) and those local National Guard armories, Army Reserve centers and recruiting stations left open after mobilization will provide whatever information and assistance they can to families. The chapter also lists the federal, state, county and local assistance agencies that can help.

Chapter 8 is a most important portion of the booklet. It talks about:

• What mobilization is (the act of preparing for war or other emergencies through assembling and organizing natural resources)

• The levels of mobilization

—**Selective**, where units or individual Reservists are called up to help active forces protect life, or Federal property or activities

—**Partial**, where, depending on the severity of the emergency, the President can order up to 100,000 members of the Selected Reserve (unit members and individual mobilization augmentees—IMAs) to duty for up to 90 days, or as many as 1 million Ready Reservists (unit members, IMAs, or members of the Individual Ready Reserve—IRR) for as long as 24 months.

—**Full**, where Congress passes a law declaring war or a national emergency, and all Reserve Components units and individuals are called to duty

—**Total**, where the active forces are enlarged with newly organized and activated units, and all needed national resources are called upon, including production facilities to sustain the new forces

• How Reservists will be mobilized—they will be given as much time as possible to prepare—but the booklet warns that there may be very little warning

• How Reserve units will be mobilized, either by an alert order, or by receiving enemy attack information over public airwaves.

• How non-unit members may be ordered to duty by mailgram or mail, or by announcements in the public media

• The five phases of mobilization, which begin (Phase I) with the unit training at home station, its being alerted (Phase II) to prepare, its actual mobilization (Phase III) at home station, its movement to its mobilization station (Phase IV), and its operational readiness improvement—in other words hard training—preparing for deployment

• How each type of Reservist (unit, IRR and IMA) can expect to be called to duty. Basically, unit members can expect to be required to attend extra drills as the emergency leading to mobilization heats up. And, during this intensive training period, members will need to resolve many of the personal affairs matters addressed earlier in the booklet. Once actual mobilization occurs, little or no free time will be in the works.

IRR members will be called—by mailgram—to posts, camps and installations around the country.

IMA members will be alerted to report to the command or agency with which they've trained in peacetime.

The Family Assistance Handbook for Mobilization is loaded with facts and figures, but in between them all there are several crucial messages, the first being: **it could happen; if it does happen, there will be a lot of resources available to help you and your family through it.**

But, the book's most important message is one any Boy Scout would take to heart: **BE PREPARED.**

HOW DO YOU GET THE FAMILY ASSISTANCE HANDBOOK FOR MOBILIZATION?

It is expected that all Individual Ready Reservists and Individual Mobilization Augmentees with families will receive the publication automatically. Army Reserve unit members get their copies through their units (in other words, units must order the handbook, as any other DA Pamphlet, through the AG Publications Center in Baltimore).

USAR Intelligence Undergoes Major Change

U.S Army photo courtesy Defense Language Institute

Spec. 4 Stephen Coughlin, a member of the 88th U.S. Army Reserve Command, undergoes Russian language training at the Defense Language Institute Foreign Language Center in California. Language facility is among the most important intelligence skills — and among the most difficult to maintain — as the Army intelligence community experiences major changes.

If the Army became involved in a large conflict, it would need eyes and ears—intelligence. Reserve Component, as well as Active Army, intelligence units and specialists would be needed.

The Army has changed the "mix" of intelligence outfits so that it can better contend with today's conflict—conflict that would be fast-paced, high-tech and brutal. The change is called Combat Electronic Warfare Intelligence, or CEWI.

On the Active side, the transition is just about complete.

In the Reserve Components, the changes are taking place. Five units (one battalion and four companies) have been activated or converted (through fiscal year 1985). It is expected that 58 more units (13 battalions and 45 companies *not* including the 59 strategic intelligence detachments) will be activated in fiscal years 1986 through 1991. Twenty-one of these units are required for Echelons Above Corps (EAC).

ORIGINS

Under CEWI, units which came from three different intelligence specialty areas are intergrated into "multi-disciplined" outfits.

The first area is signal and intelligence warfare, from the Army Security Agency (now the Army Intelligence and Security Command). The second is non-signal intelligence, attached from the commander's Field Army. The third is special security, from the Army Intelligence Agency.

The integration means that unit members share many important skills. The combination of skills, functional elements, intelligence resources and analytical abilities makes MI (CEWI) units extremely effective—under the direct control of tactical commanders.

Eventually, MI (CEWI) units will be formed in three sizes: a group at each corps, a battalion at each division and a company for each separtate brigade and armored cavalry regiment.

Battalions have 300-400 members, depending on the type of division supported. Under the battalion headquarters, there are three companies: headquarters and operations; collection and jamming; and service support. The battalion's job is to perform intelligence electronic warfare and operations security tasks for an infantry, infantry light, mechanized or armored division.

The corps MI Group (CEWI) has 1700-1900 members, depending on the type of corps supported. The unit has a headquarters and four battalions; operations, aerial exploitation, tactical exploitation-Active Component and tactical exploitation/Reserve Component. Unlike the MI Battalion (CEWI) the Group has fixed-wing surveillance aircraft.

The MI Company (CEWI) is a scaled-down version of the Battalion with no aerial surveillance capability.

The CEWI changes started in the Reserve Components in fiscal year 1984, with the one battalion, and in 1985, with the four companies. The remainder—37 units, not including the 21 EAC organizations and the 59 strategic intelligence detachments—will be formed in the Army Reserve to support Army National Guard combat divisions and armored cavalry regiments. Some of the units will support Active Army, Army Reserve and Army National Guard separate brigades and special forces groups.

THE 138TH

The first Reserve Component unit to be activated was the USAR's 138th MI Battalion (CEWI), located in Chicago and designated to support the 38th Infantry Division, Indiana Army National Guard. The 138th is made up of what were six Army Security Agency and military intelligence

continued

An interrogator, assigned to the USAR's 224th Military Intelligence Company (Philadelphia, Pa.), extracts information from a "prisoner" during Annual Training at Fort Drum, N.Y.

Photo by John Pinderhughes

tactical organizations.

In all, 80 Army Security Agency and military intelligence outfits will be reorganized to form 48 CEWI units; 19 additional units will be created outright.

CHALLENGES

Making CEWI happen in the Reserve Components means clearing stationing, training and equipment hurdles.

Demographics—the distribution of people—makes it impossible to put a whole CEWI unit within commuting distance of all its members. So, most units will be split into separate elements. . . in some cases, covering areas that cross Major U.S. Army Reserve Command (MUSARC) boundaries.

Placing USAR CEWI units close to the organizations they support isn't always practical. The 138th is such a case. So, as more CEWI outfits are formed, close ties will have to be kept with supported units.

Many of the skills required of CEWI unit members are hard to maintain, and Army Reservists have only a few training days a year. Language and signal intercept skills are examples. Another difficulty is that training often requires the use of classified material—and only in a secure facility.

Consolidated Training Facilities (CTFs) have been planned to help solve the problem. Two CTFs established and four more will be set up at points across the continental U.S., each at a secure facility. There will be resident instructors for each of the hard-to-maintain disciplines. Reserve unit members will spend several IDT periods (weekend drills) at CTFs during the year.

EQUIPMENT

Equipment shortages continue to be the biggest stumbling block to activating Reserve Component CEWI units.

CEWI equipment comes at a high price. The purchase of commercial, off-the-shelf items will ease the situation somewhat; available Intelligence Electronic Warfare (IEW) equipment will also be consolidated at CTFs so that it can be used by several units.

Part of what's needed has been funded, and some equipment is available from units being deactivated.

What is on hand will have to be managed carefully to soften the effect of shortages.

Eventually, the Reserve Component CEWI units will be compatible if not identical with their Active Army counterparts. They will have state-of-the-art equipment and a wealth of talent. They will be more able to assist tactical units in modern combat—combat all hope will never be necessary.

Strategic Intelligence Training

Heard of the Defense Intelligence College (in Washington, D.C.)? The College offers a variety of courses to Reservists — short and weekend — throughout the year. The emphasis is on strategic intelligence. More information can be gotten by writing: Office of Admissions, Defense Intelligence College, Washington, D.C. 20301-6111. The commercial phone number is (202) 373-3302; the AUTOVON number is 243-3302.

Members of the USAR's 456th Replacement Detachment, Fort DeRussy, Hawaii, complete a protective mask fitting drill.

U.S. Army photo courtesy 305th Public Affairs Detachment

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